

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
25-CA-28676	4/21/03

IO 259

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Krystil Klear Filtration, Division of Geyer's Manufacturing & Design, Inc.		b. Number of workers employed Approx. 33
c. Address (street, city, state, ZIP code) 9449 South, 550 West Winamac, Indiana 46996	d. Employer Representative Fred Geyer, President	e. Telephone No. (574)278-7161
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify principal product or service	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>On about (b) (6), (b) (7)(C), 2003 the Employer discharged (b) (6), (b) (7)(C) an employee at Employer's ^{Buffalo,} Monticello, Indiana facility, as a result of (b) (6), (b) (7)(C) protected concerted complaints and inquiries regarding certain tax withholdings.</p> <p>By the above and other acts, the above-named employee has interfered with, restrained, and coerced employees in the exercise of hte rights guaranteed in Section 7 of the Act.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By X (b) (6), (b) (7)(C) Signature (b) (6), (b) (7)(C) Address (b) (6), (b) (7)(C)		An Individual Telephone No. (b) (6), (b) (7)(C) Date X 4-17-2003

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

FORM NLRB-501
(11-88)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

25-CA-28679

Date Filed

4/22/03

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Carlson Wagonlit Travel		b. Number of workers employed Approx. 13
c. Address (Street, city, state, and ZIP code) 814 South Walnut Street Bloomington IN 47401	d. Employer Representative Ravi Kharkar Owner	e. Telephone No. (812)339-7800 Fax No. (812)339-7854
f. Type of Establishment (factory, mine, wholesaler, etc.) Travel Agency	g. Identify principal product or service Travel Agency	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On about (b) (6), (b) (7)(C) 2003, the above-named employer discharged its employee (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activity.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

By (b) (6), (b) (7)(C) I charge and the statements are true to the best of my knowledge and belief.
(b) (6), (b) (7)(C) an individual
(b) (6), (b) (7)(C) (Print/type name and title or office, if any)
Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (fax) L (b) (6), (b) (7)(C) 4/22/03
(Telephone No.) (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
25-CA-28702Date Filed
5/1/03

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Lana Blackwell Trucking, LLC		b. Number of workers employed 8
c. Address (Street, city, state, and ZIP code) 7071 State Road 446 Norman IN 47264	d. Employer Representative Lana Blackwell President	e. Telephone No. (877)647-8663 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Trucking	g. Identify principal product or service Local hauling	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On about (b) (6), (b) (7)(C) 2003, the above-named Employer refused to recall employees (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) because of their protected union and concerted activities.

By the above and other acts, the above-named Employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) Individual
(signature of representative or person making charge) (Print/type name and title or office, if any)

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
Address (Telephone No.) April 30, 2003
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case

25-CA-28710

Date Filed

5/6/03

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer British Airport Authority BAA Indpls LLC		b. Number of workers employed 70,000
c. Address (street, city, state, ZIP code) 2500 South High School Road Indpls, IN 46241	d. Employer Representative Timothy Halligan	e. Telephone No. (317) 487-5555
f. Type of Establishment (factory, mine, wholesaler, etc.) Airport Terminal	g. Identify principal product or service Airport Management	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about (b) (6), (b) (7)(C) 2003, and prior to the date, the Employer by its officers, agents and representatives discriminatorily disciplined and discharged its employee (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activities when (b) (6), (b) (7)(C) complained on behalf of employees about the number of breaks the employees were receiving.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).

(b) (6), (b) (7)(C)

6. DECLARATION

I declare that the statements are true to the best of my knowledge and belief.

By X
Signature
Address

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Title Individual

Telephone No.

(b) (6), (b) (7)(C)

Date

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)**

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
25-CA-28715Date Filed
5/9/03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Gallery Graphics South Bend, LLC		b. Number of Workers Employed 27
c. Address (street, city, State, ZIP, Code) 2920 West Sample Street South Bend, IN 46619	d. Employer Representative Larry J. Parks	e. Telephone No. (574) 233-6171 Fax No. (574) 288-4521
f. Type of Establishment (factory, mine, wholesaler, etc.) Printing company	g. Identify Principal Product or Service Printed products	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (list subsections) 8(a)(5) and 8(a)(3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

The Employer has:

- a. On or about (b) (6), (b) (7)(C), 2003, terminated (b) (6), (b) (7)(C) on the basis of (b) (6), (b) (7)(C) protected concerted activity, in violation of Section 8(a)(3) and (1) of the Act.
- b. Since on or about January 15, 2003, unilaterally changed terms and conditions of employment by refusing to pay insurance premiums required under the contract, resulting in the termination of insurance coverage on May 6, 2003 retroactive to January 1, 2003, all in violation of Section 8(a)(5) and (1) of the Act.
- c. Since on or about March 23, 2003, unilaterally changed terms and conditions of employment by refusing to pay wages required under the contract, in violation of Section 8(a)(5) and (1) of the Act.
- d. Since on or about May 1, 2003, unilaterally changed terms and conditions of employment by unilaterally changing the method for calculating employee and employer contributions for insurance premiums, in violation of Section 8(a)(5) and (1) of the Act.
- e. Since on or about March 1, 2003, unilaterally changed terms and conditions of employment by refusing to forward union dues withheld from employees' paychecks, in violation of Section 8(a)(5) and (1) of the Act.
- f. Since on or about March 3, 2003, refused to provide information requested by Local 514-M, GCIU, which is necessary for it to fulfill its role as statutory bargaining representative, in violation of Section 8(a)(5) and (1) of the Act.
- g. Since on or about March 1, 2003, unilaterally changed terms and conditions of employment by refusing to honor seniority in the layoff and recall of employees, in violation of Section 8(a)(5) and (1) of the Act.

CHARGING PARTY LOCAL 514-M, GCIU, REQUESTS INJUNCTIVE RELIEF UNDER SECTION 10(J) OF THE ACT.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Local 514-M, Graphic Communications International Union, AFL-CIO

4a. Address (street and number, city, State, and ZIP Code) 62201 Pine Road North Liberty, IN 46554	4b. Telephone No. (574) 287-6506 Fax No. (574) 287-7832
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Graphic Communications International Union, AFL-CIO	

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Thomas D. Allison Attorney
(Signature of representative or person making charge)
Suite 1880, 208 S. LaSalle Street, Chicago, IL 60604
Address Allison, Slutsky & Kennedy, PC
Fax No. (312) 364-9410 (Title, if any)
(312) 364-9400 (Telephone No.)
Date MAY 8, 2003

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

GPO : 1984 O - 435-440

FORM NLRB-901
(8-83)

FORM EXEMPT UNDER 44 U.S.C. 3512

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
25-CA-28723Date Filed
5/14/03

INSTRUCTIONS: File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Casting Technology Company (CTC)		b. Number of workers employed Approx. 100 hrly.
c. Address (street, city, state, ZIP code) 1450 Musicland Dr. Franklin, IN 46131	d. Employer Representative Mark George	e. Telephone No. (317)738-0282
f. Type of Establishment (factory, mine, wholesaler, etc.) casting factory	g. Identify principal product or service automobile parts	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (be specific as to facts, names, addresses, plants involved, dates, places, etc.)

On or about the date of (b) (6), (b) (7)(C), 2003, (b) (6), (b) (7)(C) of (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) was fired by employers, owners, officers or agents of Casting Technology 1450 Musicland Drive Franklin, Indiana 46131 for talking about Union activity and organizing. (b) (6), (b) (7) supervisor told (b) (6), (b) (7) the reason was bad attitude, then said the real reason was for Union activity. Supervisor's name is (b) (6), (b) (7)(C).

Within the last six months, the above-mentioned Employer, by the above and other acts, interfered with, restrained and coerced employees in the exercise of rights guaranteed in Section 7 of the Act

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Teamsters Local Union No. 135

4a. Address (street and number, city, state, and ZIP code) 1233 Shelby Street Indianapolis, Indiana 46203	4b. Telephone No. (317)639-3541
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Teamsters	

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Ludy A. Valadez organizer
(signature of representative or person making charge) (title if any)

Address 1233 Shelby Street Indianapolis, Indiana 46203 (317)639-3541 5/14/03
(Telephone No.) (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U. S. CODE, TITLE 18, SECTION 1001)

JUN-04-2003 14:26

N.L.R.B. REG. 25

317 226 5015 P.02

FORM NLRB-501

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case
25-CA-28740

Date Filed
6/5/03

MJM/249

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer SEARS & ROEBUCK		b. Number of workers employed 200
c. Address (street, city, state, ZIP code) 6020 East 82nd St., Indianapolis, IN 46250		d. Employer Representative Cheryl Birch
e. Telephone No. 317.579.2710		
f. Type of Establishment (factory, mine, wholesaler, etc.) retail store		g. Identify principal product or service consumer goods

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, the above-named Employer discharged me in retaliation for my concerted complaints about new management.

During the last six months, by the above and other acts, the above-named Employer has interfered with, restrained and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).

8. DECLARATION

(b) (6), (b) (7)(C)

charge and that the statements are true to the best of my knowledge and belief.

By

Signature of representative or person making charge
Address

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Title

Telephone No.

(b) (6), (b) (7)(C)

Date

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

FORM NLRB-50*

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER *

DO NOT WRITE IN THIS SPACE

Case
25-CA-28741Date Filed
6/9/03

259/c1

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer UNITED HOSPITAL SERVICES, INC.		b. Number of workers or 200
c. Address (street, city, state, ZIP code) 9948 PARK DAVIS DRIVE INDIANAPOLIS, IN 46235	d. Employer Representative ED Plant Manager	e. Telephone No. (317) 899-4050
f. Type of establishment (factory, mine, wholesaler, etc.) LAUNDRY	g. Identify principal product or service CLEANING OF MEDICAL LINENS & SCRI	

2. The above named employer has engaged in and is engaging in unfair labor practices within the meaning of sections 8(a) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On about (b) (6), (b) (7)(C) 2003 the above named Employer through its officers, agents and representative discharged (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) filed a previous grievance regarding supervisor (b) (6), (b) (7)(C) and because (b) (6), (b) (7)(C) and other employees complained concertedly about supervisor (b) (6), (b) (7)(C)

During the last six months, by the above and other acts, the above-named employer has interfered with, restrained, and coerced employee exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By X

(b) (6), (b) (7)(C)

Title

Signature

(b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

Telephone No.

(b) (6), (b) (7)(C)

Date 6/9/02

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER (I.O. 811/218)

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
25-CA-28750	6/16/03

IO273/fs

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Carrier Corp.		b. Number of workers employed 2000
c. Address (street, city, state, ZIP code) 7310 W. Morris St., Indpls. IN 46035	d. Employer Representative Bonita Townsend, Pers. Mgr.	e. Telephone No. 243-0851
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify principal product or service HVAC Equipment	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices).		
<p>The above-named Employer, through its officers, agents, and representatives, discriminated against (b) (6), (b) (7)(C) by terminating on (b) (6), (b) (7)(C) 2003, due to grievance-filing activities and the grievance-filing activities of (b) (6), (b) (7)(C).</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state and ZIP code). (b) (6), (b) (7)(C)		4b. Telephone No. (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By X (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	An Individual
Signature of representative of person making charge	(b) (6), (b) (7)(C)	Title
Address (b) (6), (b) (7)(C)	Telephone No. (b) (6), (b) (7)(C)	Date X 6/16/03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER (I.O. 811/218)

DO NOT WRITE IN THIS SPACE	
Case 25-CA-28767	Date Filed 6/25/03

IO273/fs

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Contacts, Metals and Welding, Inc.		b. Number of workers employed 100+	
c. Address (street, city, state, ZIP code) 70 S. Gray St., Indianapolis IN 46201		d. Employer Representative Yvonne Rice, HR Mgr.	e. Telephone No. 634-8884
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory		g. Identify principal product or service Metals and welding products	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices).			
<p>Since about (b) (6), (b) (7)(C) 2003, the above-named Employer, through its agents, officers, and representatives has discriminated against (b) (6), (b) (7)(C) by laying (b) (6), (b) (7)(C) off out of seniority.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.</p>			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)			
4a. Address (street and number, city, state and ZIP code). (b) (6), (b) (7)(C)			4b. Telephone No. (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).			
<p>DECLARATION</p> <p>(b) (6), (b) (7)(C) statements are true to the best of my knowledge and belief.</p> <p>By X (b) (6), (b) (7)(C) _____ Signature of representative or person making charge (b) (6), (b) (7)(C) Address (b) (6), (b) (7)(C) _____</p> <p>Telephone No. (b) (6), (b) (7)(C) _____</p> <p>An Individual Title _____ Date x 6-13-03</p>			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3612

DO NOT WRITE IN THIS SPACE

Case
25-CA-28769

Date Filed
6/25/03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Pilkington North America, Inc.		b. Number of Workers Employed Approximately 400
c. Address (street, city, State, ZIP, Code) 300 North Ridge Drive Shelbyville, Indiana 46176	d. Employer Representative John Barnes	e. Telephone No. 317-392-7000 Fax No. 317-392-7100
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify Principal Product or Service Automotive Glass	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (first subsections) (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

On or about June 23, 2003 and continuing the above-named employer by its agents, officers and/or representatives has denied off-duty employees access to the plant entrance because of their protected and concerted union activity.

On or about June 23, 2003 and continuing the above-named employer by its agent, (b) (6), (b) (7)(C), threatened employees with disciplinary action for exercising their right to distribute union literature at the plant entrance and even on the established public easement.

On or about June 24, 2003 and continuing the above-named employer by its agents, officers and/or representatives, changed the days for the previously scheduled plant shutdown, in retaliation for the recent union victory, causing employees to either lose a day's pay or be forced to take a vacation day.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (If labor organization, give full name, including local name and number)

United Steelworkers of America, AFL-CIO,CLC

4a. Address (street and number, city, State, and ZIP Code)
1301 Texas Street - Room 200
Gary, Indiana 46402

4b. Telephone No.
219-881-6222
Fax No.
219-886-8686

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

United Steelworkers of America, AFL-CIO,CLC

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By [Signature]
(Signature of representative or person making charge)
1301 Texas Street - Room 200, Gary, Indiana 46402
Address

Organizing Counsel

(Title, if any)

Fax No. 219-886-8686
219-881-6222
(Telephone No.)

6/25/03

Date

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
25-CA-28787	7/10/03

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Wal-Mart	b. Number of workers employed Approx 230
c. Address (street, city, state, ZIP code) 1601 U.S. Highway 231 South, Crawfordsville, IN 47933-9454	d. Employer Representative Greg Britton
e. Telephone No. 765-362-5930	f. Type of Establishment (factory, mine, wholesaler, etc.) Retail Store
g. Identify principal product or service Retail products	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) During the past six months the above named Employer has discriminated against (b) (6), (b) (7)(C) by terminating (b) (6), (b) (7)(C) employment because (b) (6), (b) (7)(C) engaged in protected concerted activities.	
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).	
6. DECLARATION (b) (6), (b) (7)(C) the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C)	
By (b) (6), (b) (7)(C)	Title An Individual
Signature of representative of person making charge Address (b) (6), (b) (7)(C)	Telephone No. (b) (6), (b) (7)(C)
Date 07/09/03	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
25-CA-28805

Date Filed
7/30/03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer NETWORK EXPRESS, INC		b. Number of Workers Employed 50+
c. Address (street, city, State, ZIP, Code) 6330 E 75 Indianapolis, IN 46250	d. Employer Representative Jim Bashear	e. Telephone No. (595) 595-6265 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) COURIER SERVICE		g. Identify Principal Product or Service

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

The employer violated the employee's section 7 rights by unlawfully discriminating against the employee, (b) (6), (b) (7)(C), for (b) (6) protected concerted activity. After (b) (6), (b) (7)(C) began voicing concerns about the multitude of changes in working conditions, (b) (6), (b) (7)(C) was unlawfully demoted.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, State, and ZIP Code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Jonathan C. Sturgell
(Signature of representative or person making charge)

Attorney

(Title, if any)

Address 5018 Quailridge Lane, Indianapolis, Indiana

Fax No. 317-201-3292

7-29-03

(Telephone No.)

Date

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

FORM NLRB-501

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
25-CA-28821	8/12/03

249/ALM**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Parkview Health System Inc., d/b/a Parkview Hospital Inc.		b. Number of workers employed 6000
c. Address (street, city, state, ZIP code) 2200 Randallia Dr., Fort Wayne, IN 46805	d. Employer Representative	e. Telephone No. 260.373.4000
f. Type of Establishment (factory, mine, wholesaler, etc.) hospital	g. Identify principal product or service health services	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, the above-named Employer disciplined (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) in retaliation for their union and protected, concerted activities.

During the last six months, by the above and other acts, the above-named Employer has interfered with, restrained and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Ohio Nurses Association-United American Nurses

4a. Address (street and number, city, state and ZIP code) 4000 East Main St., Columbus, OH 43213	4b. Telephone No. 614.448.1044
---	-----------------------------------

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).

United American Nurses

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Kelly M. Christian
Signature of representative or person making chargeKelly Christian
Telephone No.
614.448.1044

Title Organizer

Date 8/12/03

Address
4000 East Main St., Columbus, OH 43213WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
25-CA-28822Date Filed
8/12/03

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Jasper Rubber		b. Number of workers employed 600
c. Address (Street, city, state, and ZIP code) 1010 1st Avenue Jasper IN 47546-3201	d. Employer Representative Randy Niehaus Human Resources Manager	e. Telephone No. (812)482-3242 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory		g. Identify principal product or service manufacture rubber parts
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (a)(3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about (b) (6), (b) (7)(C) 2003, the above-named employer demoted me because of my union and other protected concerted activity.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) an individual
(signature of representative of person making charge) (Print/type name and title or office, if any)

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) 8/11/03
Address (Telephone No.) (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

25-CA-28827

Date Filed

8/18/03

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Old Dominion Freight Lines

b. Number of workers employed

175

c. Address (street, city, state, ZIP code)

3915 West Morris Street, Indianapolis, IN 46241

d. Employer Representative

Chris Stevens

e. Telephone No.

1-800-450-6335

f. Type of Establishment (factory, mine, wholesaler, etc.)

Trucking Company

g. Identify principal product or service

Freight

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the past six months the above named Employer terminated (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) was engaged in protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Title An Individual

Signature of representative or person making charge

Address

(b) (6), (b) (7)(C)

Telephone No.

(b) (6), (b) (7)(C)

Date

8/18/03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 25-CA-28830 Date Filed 8/18/03

INSTRUCTIONS: File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer **TOYOTA MOTOR MANUFACTURING OF INDIANA** b. Number of workers employed **4300 EST.**

c. Address (street, city, state, ZIP code) **4000 TULIPTREE DR. PRINCETON, IN. 47670** d. Employer Representative **ORIVETTA SHANNON HR** e. Telephone No. **1-888-880-4985**

f. Type of Establishment (factory, mine, wholesaler, etc.) **Factory** g. Identify principal product or service **Automobiles (TRUCKS & VANS)**

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) **3** of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (be specific as to facts, names, addresses, plants involved, dates, places, etc.)

DENIED Representation During a disciplinary meeting. Subsequently Terminated.

ON **(b) (6), (b) (7)(C)** 2003, I WAS CALLED TO A MEETING WHERE I WAS TO READ A STATEMENT. THEY **(b) (6), (b) (7)(C)** **(b) (6), (b) (7)(C)** HAD ME PREPARE A STATEMENT. I WAS TOLD BY **(b) (6), (b) (7)(C)** THAT AFTER READING THE STATEMENT THEY WOULD DECIDE AS TO MY CONTINUED EMPLOYMENT. I REQUESTED REPRESENTATION UNDER THE WEINGARTEN RIGHTS. THEY SUSPENDED THE MEETING AND TERMINATED ME BY PHONE ON THE **(b) (6), (b) (7)(C)** I REQUESTED TEAM REVIEW AND ON THE **(b) (6), (b) (7)(C)** I WAS AGAIN TERMINATED ON THE **(b) (6), (b) (7)(C)**. THE LAST THING SAID TO ME WAS WHY DIDN'T I READ THE STATEMENT ON THE **(b) (6), (b) (7)(C)**. I HAVE ENCLOSED A MORE DETAILED STATEMENT ALONG WITH THIS ONE. I REQUESTED MY PERSONAL RECORDS FROM THE COMPANY AS TO HELP ME FILE THIS COMPLAINT AS YET THEY HAVE SENT ME NO RECORDS.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By **(b) (6), (b) (7)(C)**Address **(b) (6), (b) (7)(C)****(b) (6), (b) (7)(C)**

(Telephone No.)

(title if any)

08-11-2003

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U. S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case
25-CA-28835

Date Filed
8/19/03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Indiana Oral & Maxillofacial Surgery Associates		b. Number of Workers Employed 101-200
c. Address (street, city, State, ZIP, Code) 8140 Knue Road, Indianapolis, Indiana 46260	d. Employer Representative Thomas Wheeler; Attorney for Employer	e. Telephone No. (317) 849-4914 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Physician Office	g. Identify Principal Product or Service Surgery	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (list subsections) 8(a)(1) and 8(a)(3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

The above-referenced employer, by its officers, agents, and representatives, has interfered with, restrained, and/or coerced (b) (6), (b) (7)(C) in the exercise of (b) (6), (b) (7)(C) rights to engage in protected concerted activity. On or about (b) (6), (b) (7)(C) 2003, the above-referenced employer, terminated (b) (6), (b) (7)(C) employment as a result of (b) (6), (b) (7)(C) exercise of (b) (6), (b) (7)(C) right to engage in protected concerted activity.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, State, and ZIP Code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Attorney for Charging Party

(Title, if any)

By Kenneth E. Jantner
(Signature of representative or person making charge)

Fax No. (317) 955-2570

(317) 955-9500

8/18/03

Address 255 North Alabama Street, Indianapolis, Indiana 46204

(Telephone No.)

Date

AUG-26-2003 14:24

L.R.B. REG.25

317 226 5015 P.02

FORM NLRB-501

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

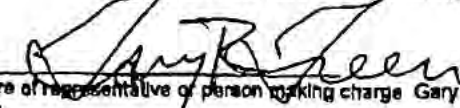
FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case 25-CA-28841	Date Filed 8/26/03

220/nc

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer AMERICAN CONCRETE		b. Number of workers employed 22
c. Address (street, city, state, ZIP code) P.O. BOX 0007, INDIANAPOLIS, IN 46206	d. Employer Representative JASON MANN	e. Telephone No. (317) 243-0248
f. Type of Establishment (factory, mine, wholesaler, etc.) LOADING FACILITY		g. Identify principal product or service READY MIX CONCRETE
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and 8(a)(1), 8(e)(3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>Since about (b) (6), (b) (7)(C) 2003, the Employer threatened employees with plant closure for engaging in Union activities, threatened employees with unspecified reprisals for engaging in Union activities, and interrogated employees concerning their Union activities.</p> <p>About (b) (6), (b) (7)(C) 2003, the Employer discharged its employees (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) because of their Union activities.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) International Brotherhood of Teamsters Local 716		
4a. Address (street and number, city, state and ZIP code) 849 South Meridian Street, Indianapolis, IN 46225		4b. Telephone No. (317) 632-9468
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization). International Brotherhood of Teamsters		
<p>8. DECLARATION</p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p>By X  Title President</p> <p>Signature of representative of person making charge Gary Green</p> <p>Address 849 South Meridian Street, Indianapolis, IN 46225 Telephone No. (317) 632-9468 Date 8-26-03</p> <p>August 25, 2003</p>		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

25-CA-28853

Date Filed

9/4/03

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Technicote, Inc.		b. Number of workers employed 70
c. Address (street, city, state, ZIP code) 3200 North 25 th Street, Terre Haute, IN 47804	d. Employer Representative Don Bedwell	e. Telephone No. 812-466-9844
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify principal product or service Labels	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the past six months the above named Employer terminated (b) (6), (b) (7)(C) because the Employer suspected (b) (6), (b) (7) of trying to organize a walk out.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Title An Individual

Signature of representative or person making charge

Address (b) (6), (b) (7)(C)

Telephone No.

(b) (6), (b) (7)(C)

Date

8-29-2003

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case

25-CA-28872

Date Filed

9-18-03

259/sc
INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer OLD DOMINION FREIGHT LINES		b. Number of workers employed 175
c. Address (street, city, state, ZIP code) 3915 WEST MORRIS STREET, INDIANAPOLIS, IN 46241	d. Employer Representative Chris Stevens Plant Manager	e. Telephone No. 1-800-450-6335
f. Type of Establishment (factory, mine, wholesaler, etc.) Trucking Company	g. Identify principal product or service Freight	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>The above named employer by its officers, agents and representatives discharged (b) (6), (b) (7)(C) due to (b) (6), (b) (7)(C), protected concerted complaints regarding unsafe equipment.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.) (b) (6), (b) (7)(C)		
6. DECLARATION		
I declare that the above charge and that the statements are true to the best of my knowledge and belief.		
By Signature of representative of person making charge Address (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Title An Individual Date 9-18-03
Telephone No. (b) (6), (b) (7)(C)		

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)**

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
25-CA-28880Date Filed
10/01/03

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Eli Lilly & Company		b. Number of workers employed approx. 7500
c. Address (Street, city, state, and ZIP code) 1400 West Raymond Indianapolis IN 46221	d. Employer Representative Mike Lakin Human Resource Representative	e. Telephone No. (317)276-2770 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Pharmaceutical manufacturer		g. Identify principal product or service pharmaceutical
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On (b) (6), (b) (7)(C) 2003, the above-named employer discharged its employee (b) (6), (b) (7)(C) for engaging in protected concerted activities by voicing employees' concerns over mandatory overtime work.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

By (b) (6), (b) (7)(C) I declare and that the statements are true to the best of my knowledge and belief.
(Signature of representative of person making charge) (b) (6), (b) (7)(C) Individual
(b) (6), (b) (7)(C) (Print/type name and title or office, if any)
Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (fax) (b) (6), (b) (7)(C) October 1 2003
(Telephone No.) (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case
25-CA-28884Date Filed
10/03/03

INSTRUCTIONS:

File an original and 4 copies of this charge with the NLRB Regional Director for the region in which the alleged unfair practice occurred or is occurring

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Clark Foodservice, Inc.		d. Number of workers employed 95
c. Address (street, city, state, ZIP code) 1901 Bendix Drive, South Bend, IN 46628	e. Employer Representative Thomas Ruskowski	e. Telephone No. (574) 234-5011
f. Type of Establishment (factory, mine, wholesaler, etc.) food warehouse	g. Identity principal product or service warehouse and delivery	
h. The above-name employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act. and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about September 11, 2003, it, by its officers, agents, and representatives has not bargained in good faith with Teamsters Local 364, a labor organization chosen by a majority of its employees in an appropriate unit, for the purpose of collective bargaining in respect to working conditions of employment through the action of arbitrarily implementing a Non-DOT Alcohol and Drug Testing Policy with no intention of reaching an agreement through the negotiation process thereby engaging in conduct designed to undermine the status of said labor organization as bargaining agent and at all times since such date it continues not to bargain in good faith.

By the acts set forth in the paragraph above and by other acts and conduct, it, by its officers, agents, and representatives, has interfered with, restrained, and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
CHAUFFEURS, TEAMSTERS AND HELPERS LOCAL UNION NO. 364

4a. Address (street and number, city, state, and ZIP code) 2405 E. Edison Road, South Bend, IN 46615	4b. Telephone No. (574) 234-6031
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) INTERNATIONAL BROTHERHOOD OF TEAMSTERS	

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Robert R. Wasmuth Jr.
(signature of representative or person making charge)_____
President
(title if any)Address 2405 E. Edison Road, South Bend, IN 46615(574) 234-6031
(Telephone No.)10-01-03
(date)

INTERNET
FORM NLRB-501
(11-94)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case
25-CA-28900

Date Filed
10/20/03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer NETWORK EXPRESS, INC		b. Number of Workers Employed 50+
c. Address (street, city, State, ZIP, Code) 6330 E 75 Indianapolis, Indiana 46250	d. Employer Representative Jim Bashcar	e. Telephone No. (800) 455-0202 ext. 5597 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) COURIER SERVICE		g. Identify Principal Product or Service
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (1st subsections) 8(a)(4) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

Since on or about (b) (6), (b) (7)(C) 2003 the employer has had discharged the employee, (b) (6), (b) (7)(C) violating the employee's section 7 rights by unlawfully discriminating against the employee, (b) (6), (b) (7)(C) for (b) (6), (b) (7)(C) protected concerted activity. After (b) (6), (b) (7)(C) began voicing concerns about the multitude of changes in working conditions, and filing charges with the NLRB was demoted and then fired.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, State, and ZIP Code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

Jonathan P. Sturzell
(Signature of representative or person making charge)

Attorney

(Title, if any)

Address

5018 Quailridge Lane, Indianapolis, Indiana

Fax No.

317-201-3292

7-29-03

(Telephone No.)

Date

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case
25-CA-28908

Date Filed
10/28/03

220/ac

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Printegra		b. Number of workers employed Approx. 40
c. Address (street, city, state, ZIP code) 6429 Guion Road Indianapolis, IN 46268	d. Employer Representative Tim Nance Production Manager	e. Telephone No. (317) 328-0022
f. Type of Establishment (factory, mine, wholesaler, etc.) Printing	g. Identify principal product or service Checks & Forms	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003 and continuing to date, the above named Employer by its officers, agents and Representatives discriminatorily discharged its employee, (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activity.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).

6. DECLARATION

(b) (6), (b) (7)(C) I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.
(b) (6), (b) (7)(C)

By X

Signature of representative of person making charge
Address

Title

Telephone No.

Date

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
25-CA-28923

Date Filed
11/13/03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer University Dermatology Center Day Spa		b. Number of Workers Employed approx. 25 total
c. Address (street, city, State, ZIP, Code) 3500 N. Wheeling Ave. Muncie, IN 47304	d. Employer Representative Charles Patrick, CEO Angel Daniels, Office Mgr.	e. Telephone No. 765-286-8148 Fax No. 765-286-8217
f. Type of Establishment (factory, mine, wholesaler, etc.) Day Spa	g. Identify Principal Product or Service Esthetics & Cosmetology	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

On the date of (b) (6), (b) (7)(C) was unlawfully discharged from (b) (6), (b) (7)(C) position at the Day Spa due to managerial reaction to (b) (6), (b) (7)(C) involvement in legally protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street, city, State, ZIP, Code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)
Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)
(Signature of representative or person making charge)

Address

(b) (6), (b) (7)(C)

Fax No. (b) (6), (b) (7)(C)
(Telephone No.)

(Title, if any)

11/7/03
Date

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case

25-CA-28928

Date Filed

11-17-03

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Coachmen Industries, Inc.

b. Number of workers employed

Approx 2300

c. Address (street, city, state, ZIP code)

423 N. Main Street
Middlebury, IN 46540

d. Employer Representative

Marcia Berger

e. Telephone No.

574-825-5821

f. Type of Establishment (factory, mine, wholesaler, etc.)

Factory

g. Identify principal product or service

RV's

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the past six months the above named Employer terminated (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Title An Individual

Signature of representative or person making charge

Address

(b) (6), (b) (7)(C)

Telephone No.

(b) (6), (b) (7)(C)

Date

11-14-03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
25-CA-28948Date Filed
12/08/03

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer U.S. Food Service		b. Number of workers employed 200
c. Address (Street, city, state, and ZIP code) 12301 Cumberland Road Fishers IN 46038	d. Employer Representative John Kellner Human Resources Manager	e. Telephone No. (800)662-8696 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) grocery distributor		g. Identify principal product or service groceries
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

About (b) (6), (b) (7)(C) 2003 the above-named Employer, by its officers and/or agents, violated the Weingarten rights of its employee (b) (6), (b) (7)(C).

Within the last six months, by the above and other acts, the above-named Employer has interfered with, restrained and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) I have charge and that the statements are true to the best of my knowledge and belief.
(Print/type name and title or office, if any)
an individual
(fax) _____
Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) December 8 2003
(Telephone No.) (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 25-CA-28950	Date Filed 12/09/03

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Central States, Inc.		b. Number of workers employed Approx 15
c. Address (street, city, state, ZIP code) 6627 North 400 East Road Montpelier, IN 47359	d. Employer Representative Todd Rush	e. Telephone No. 765-728-9130
f. Type of Establishment (factory, mine, wholesaler, etc.) Grain Elevator	g. Identify principal product or service Grain	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) During the past six months the above named Employer discharged (b) (6), (b) (7)(C) because (b) (6) engaged in protected concerted activities by complaining about the Employer's treatment of co-workers. By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).		
6. DECLARATION (b) (6), (b) (7)(C) at the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) Title An Individual Signature of representative or person making charge Address (b) (6), (b) (7)(C) Telephone No. (b) (6), (b) (7)(C) Date 12/7/03		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 25-CA-28953	Date Filed 12/10/03

249/MJM
INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Faybull, Inc. d/b/a Subway		b. Number of workers employed 10
c. Address (street, city, state, ZIP code) 49 W. Maryland St., Indianapolis, IN 46202	d. Employer Representative Anthony Fay	e. Telephone No. 317.634.8263
f. Type of Establishment (factory, mine, wholesaler, etc.) food	g. Identify principal product or service sandwiches	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>On or about (b) (6), (b) (7)(C) 2003, the above-named Employer, through its supervisor (b) (6), (b) (7)(C) discharged me in retaliation for my efforts to complain about the verbal abuse of the workers and other protected, concerted activities.</p> <p>When I received my last paycheck, the Employer unilaterally reduced my hourly wage from \$6.50/hr to \$5.15/hr without informing me. This was also in retaliation for my complaints about verbal abuse of the workers and other protected, concerted activities.</p> <p>During the last six months, by the above and other acts, the above-named Employer has interfered with, restrained and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)		4b. Telephone No. (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).		
6. DECLARATION		
<p>(b) (6), (b) (7)(C) that the statements are true to the best of my knowledge and belief.</p> <p>By _____ Title _____</p> <p>Signature of representative or person making (b) (6), (b) (7)(C)</p> <p>Address (b) (6), (b) (7)(C) Telephone No. (b) (6), (b) (7)(C) Date December 10, 2003</p>		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 25-CA-28963	Date Filed 12/17/03

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Cana, Inc.	b. Number of workers employed 100	
c. Address (street, city, state, ZIP code) 29194 Phillips Street, Elkhart, IN 46514-1050	d. Employer Representative Dan Granger	e. Telephone No. 574-266-1646
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify principal product or service Cabinet doors	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>During the past six months the above named Employer terminated (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) had engaged in protected concerted activities.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Title An Individual
Signature of representative or person making charge Address (b) (6), (b) (7)(C)	Telephone No. (b) (6), (b) (7)(C)	Date 12-13-2003

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)